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COLLEGE AND UNIVERSITY SALARIES

In Ten Mid-Western States

1984-85 Academic Year

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol Complex, Oklahoma City

February, 1985

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1984-85 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

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LIST OF TABLES

Table		Page
1	Average 9-10 Month Salaries for "Big 8" Institutions, 1984-85	3
1A	Average 9-10 Month Salaries of Principal State Universities in the Ten-State Region, 1984-85.....	4
1B	Average 9-10 Month Salaries and Student-Faculty Ratios in State Universities, 1984-85.....	5
2	Average 9-10 Month Salaries and Student-Faculty Ratios in State Senior Colleges, 1984-85.....	6
3	Average 9-10 Month Salaries and Student-Faculty Ratios in Public Junior Colleges, 1984-85.....	7
4	Average 9-10 Month Faculty Salaries by Type of Institution and by Rank, Oklahoma and 9 Selected States, 1984-85.....	8
5	Comparison of Oklahoma Salary Averages with Regional Salary Averages, by Rank, 9-10 Month Faculty, 1984-85.....	9
6	Annual Salaries and Staff Benefits of Selected Administrative Positions by Type of Institution, 9 Selected States, 1984-85.....	10
7	Average 9-10 Month Faculty Staff Benefits for All Ranks by Type of Institution, Oklahoma and 9 Selected States, 1984-85.....	11
8	Average 11-12 Month Faculty Staff Benefits for All Ranks by Type of Institution, Oklahoma and 9 Selected States, 1984-85.....	12

PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SALARY SURVEY

ARIZONA

Arizona State University
Arizona Western College
Maricopa County Community Colleges
Northern Arizona University
University of Arizona

ARKANSAS

Arkansas State University
Arkansas Tech University
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas - Fayetteville
University of Arkansas - Little Rock
University of Central Arkansas

COLORADO

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
Trinidad State Junior College
University of Colorado-Boulder
University of Colorado-Colorado Spring
University of Colorado-Denver
University of Northern Colorado
University of Southern Colorado
Western State College of Colorado

IOWA

Des Moines Area Community College
Ellsworth Community College
Hawkeye Institute of Technology
Iowa Lakes Community College
Iowa State University
Iowa Western Community College
Marshalltown Community College
North Iowa Area Community College
University of Northern Iowa
Western Iowa Tech Community College

KANSAS

Coffeyville Community College
Colby Community College
Emporia State University
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Pittsburg State University
Seward County Community College
University of Kansas
Wichita State University

MISSOURI

Central Missouri State University
Jefferson College
Missouri Southern State College
Northwest Missouri State University
Southeast Missouri State University
Southwest Missouri State University
St. Louis Community College
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

NEBRASKA

Central Community College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

NEW MEXICO

Eastern New Mexico University
New Mexico Highlands University
New Mexico Institute of Mining
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogordo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico

OKLAHOMA

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central Oklahoma State University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern Oklahoma State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rogers State College
Rose State College
Sayre Junior College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science and Arts of Oklahoma
Western Oklahoma State College

TEXAS

Amarillo College
Angelo State University
Bee County College
Cisco Junior College
Clarendon College
Dallas County Community College
East Texas State University
Grayson County Junior College
Henderson County Junior College
Houston Community College
Howard County Junior College District
Lamar University
Midwestern State University
North Harris County College
North Texas State University
Pan American University
Paris Junior College
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State University
Sul Ross State University
Tarrant County Junior College
Texas A&M University
Texas State Technical Institute
University of Houston
University of Houston - Downtown
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - Permian Basin
West Texas State University

HIGHLIGHTS

Sources of Data.—Data for the 1984-85 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities[a], 50 senior colleges, and 63 junior colleges outside Oklahoma and two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 85.4%
State Senior Colleges	- 73.3%
Public Junior Colleges	- 74.0%

University Salaries.—Average faculty salaries at state universities in the region range from $25,519 to $38,342. The median of means for 35 state universities is $31,006.

Senior College Salaries.—Average faculty salaries at state senior colleges in the region range from $22,884 to $30,771. The median of means for 44 state senior colleges included in the survey is $26,520.

Junior College Salaries.—Average faculty salaries at public junior colleges in the region range from $18,548 to $32,539. The median of means for 57 public junior colleges included in the survey is $23,289.

Presidents' Salaries.—The average salary for presidents of universities in the region is $85,555; for state senior colleges, $66,156; and for public junior colleges, $57,040.

University Staff Benefits.—The average staff benefits for 9-10 month faculty at state universities in the region range from $5,210 in Kansas to $6,739 in Iowa.

Senior College Staff Benefits.—The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $4,080 in Nebraska to $5,682 in Texas.

Junior College Staff Benefits.—The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $3,902 in Arkansas to $6,590 in Arizona.

Presidents' Staff Benefits.—The average staff benefits for presidents' of universities in the region is $12,173; for state senior colleges, $11,969; and for public junior colleges, $8,757.

University Student-Faculty Ratios.—At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 10.0 to 23.9. The median is 17.4.

Senior College Student-Faculty Ratios.—At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 13.5 to a high of 28.0. The median is 19.7.

Junior College Student-Faculty Ratios.—At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 8.1 to a high of 29.4. The median is 17.9.

Ten-State Average Faculty Salary Comparison.—The average faculty salary for Oklahoma universities is $2,521 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $1,003 above the regional average for similar institutions. The Oklahoma state junior college average is $1,876 below the regional average.

[a] For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

TABLE 1
AVERAGE 9-10 MONTH SALARIES FOR "BIG 8" INSTITUTIONS, 1984-85

Institution	Rank	Average Salary
University of Colorado-Boulder	1	$34,350
University of Kansas	2	33,470
Iowa State University	3	32,766
University of Nebraska - Lincoln	4	32,751
University of Missouri - Columbia	5	31,229
Kansas State University	6	30,693
University of Oklahoma	7	30,140
Oklahoma State University	8	29,693
All Institutions		$32,063

TABLE 1A
AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1984-85

Institution	Rank	Average Salary
University of Arizona	1	$38,342
University of Texas - Austin	2	35,648
University of Missouri - Rolla	3	35,549
Texas A&M University	4	34,741
University of Colorado-Boulder	5	34,350
Arizona State University	6	33,867
University of Kansas	7	33,470
Iowa State University	8	32,766
University of Nebraska - Lincoln	9	32,751
New Mexico State University	10	31,253
University of Missouri - Columbia	11	31,229
Colorado State University	12	31,107
University of New Mexico	13	31,006
University of Arkansas	14	30,777
Kansas State University	15	30,693
University of Missouri - Kansas City	16	30,507
University of Oklahoma	17	30,140
Oklahoma State University	18	29,693
All Institutions		$33,117

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT FACULTY RATIOS
IN STATE UNIVERSITIES, 1984-85

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Arizona	1	$38,342	17.2	Kansas State University	21	$30,693	15.1
University of Houston	2	35,721	14.9	University of Missouri - Kansas City	22	30,507	N/A
University of Texas - Austin	3	35,648	21.1	Northern Arizona University	23	30,406	17.6
University of Missouri - Rolla	4	35,549	N/A	University of Missouri - St. Louis	24	30,311	N/A
Coloardo School of Mines	5	34,958	N/A	University of Oklahoma	25	30,140	13.0
Texas A&M University	6	34,741	15.3	East Texas State University	26	29,910	15.1
University of Colorado-Boulder	7	34,350	17.5	Oklahoma State University	27	29,693	17.6
University of Texas - Dallas	8	34,074	N/A	University of Texas - El Paso	28	29,509	N/A
Arizona State University	9	33,867	15.7	University of Colorado-Denver	29	29,477	N/A
University of Kansas	10	33,470	15.8	University of Northern Colorado	30	28,748	21.3
Iowa State University	11	32,766	19.0	Wichita State University	31	27,970	16.6
University of Nebraska - Lincoln	12	32,751	10.0	University of Nebraska - Omaha	32	27,869	22.7
New Mexico State University	13	31,253	19.3	University of Northern Iowa	33	27,431	18.0
University of Missouri - Columbia	14	31,229	N/A	Stephen F. Austin State University	34	27,399	23.9
Sam Houston State University	15	31,174	22.4	Lamar University	35	25,519	21.5
Colorado State University	16	31,107	20.4				
North Texas State University	17	31,039	17.4				
University of New Mexico	18	31,006	17.1				
New Mexico Institute of Mining	19	30,778	13.8				
University of Arkansas	20	30,777	16.3				
All Institutions						$32,293	

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1984-85

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Central State University	1	$30,771	25.1
Southwestern Oklahoma State University	2	29,522	21.5
University of Colorado - Colo. Springs	3	29,266	N/A
University of Arkansas - Little Rock	4	29,101	14.3
University of Texas - Permian Basin	5	28,897	N/A
Angelo State University	6	28,443	25.7
Metropolitan State College	7	28,274	19.5
University of Southern Colorado	8	27,898	20.5
Pittsburg State University	9	27,892	13.5
Midwestern State University	10	27,568	18.5
University of Central Arknasas	11	27,555	22.9
Southwest Texas State University	12	27,541	28.0
Southwest Missouri State University	13	27,507	20.2
Emporia State College	14	27,463	N/A
East Central Oklahoma State University	15	27,130	22.0
Arkansas State University	16	27,040	N/A
Central Missouri State University	17	26,990	18.2
West Texas State University	18	26,787	N/A
Northwestern Oklahoma State University	19	26,762	20.6
Southeastern Oklahoma State University	20	26,726	20.9
Eastern New Mexico University	21	$26,720	18.3
Adams State College	22	26,552	20.6
Northeastern Oklahoma State University	23	26,488	24.1
University of Science & Arts of Oklahoma	24	26,341	16.1
Western State College	25	26,332	17.5
Fort Hays State University	26	26,237	N/A
Cameron University	27	26,216	19.6
Arkansas Tech University	28	26,154	19.1
New Mexico Highlands University	29	26,050	N/A
Chadron State College	30	25,956	17.5
Missouri Southern State College	31	25,948	20.9
University of Houston - Downtown	32	25,870	20.2
Pan American University	33	25,831	18.8
Sul Ross State University	34	25,586	19.5
Southern Arkansas University	35	25,313	17.9
Wayne State College	36	25,284	20.3
Southeast Missouri State University	37	25,071	18.4
Oklahoma Panhandle State University	38	24,976	19.8
Kearney State College	39	24,866	N/A
Mesa College	40	24,850	20.9
Henderson State University	41	24,833	17.4
Langston University	42	24,678	21.4
Northwest Missouri State University	43	24,394	18.0
Peru State College	44	22,884	18.6
All Institutions		$26,994	

TABLE 3
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1984-85

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Dallas County Community College	1	$32,539	N/A	Pikes Peak Community College	31	$23,050	24.5
Maricopa County Community College	2	30,390	N/A	Texas State Technical Institute	32	23,024	11.9
Tarrant County Junior College	3	29,473	N/A	Rogers State College	33	22,987	22.2
St. Louis Community College	4	29,410	21.5	Des Moines Area Community College	34	22,664	21.6
Johnson County Community College	5	28,451	18.0	Clarendon College	35	22,591	9.8
North Harris County College	6	27,983	25.9	Murray State College	36	22,581	18.4
Amarillo College	7	27,614	15.7	Sayre Junior College	37	22,396	26.5
Grayson County Junior College	8	25,862	N/A	Bee County College	38	22,318	N/A
Arizona Western College	9	25,360	16.1	Otero Junior College	39	22,298	17.7
North Iowa Area Community College	10	24,926	N/A	Jefferson College	40	21,891	17.8
Hutchinson Community College	11	24,771	14.6	Marshalltown Community College	41	21,861	21.0
El Reno Junior College	12	24,646	24.5	Arapahoe Community College	42	21,620	18.5
Oklahoma City Community College	13	24,629	15.2	Trinidad State Junior College	43	21,533	17.7
Tulsa Junior College	14	24,558	22.0	Seward County Community College	44	21,483	12.9
Rose State College	15	24,347	29.4	Central Community College	45	21,457	16.0
Northeastern Oklahoma A&M College	16	24,330	23.2	Iowa Lakes Community College	46	21,417	N/A
Henderson County Junior College	17	24,324	8.1	Western Technical Community College Area	47	21,228	16.9
New Mexico State University - Alamogordo	18	24,313	28.5	Cisco Junior College	48	20,906	16.8
Carl Albert Junior College	19	24,208	17.1	Iowa Western Community College	49	20,749	13.8
Eastern Oklahoma State College	20	24,176	19.4	Western Iowa Tech Community College	50	20,512	N/A
Ellsworth Community College	21	23,835	23.7	Coffeyville Community College	51	20,335	16.7
Howard County Junior College	22	23,813	9.5	Hawkeye Institute of Technology	52	20,310	N/A
New Mexico State University - Carlsbad	23	23,724	26.0	New Mexico State University - Dona Ana	53	20,097	13.9
Houston Community College	24	23,638	21.8	Colby Community College	54	19,964	12.0
Connors State College	25	23,630	20.5	New Mexico State University - Grants	55	19,826	17.9
Seminole Junior College	26	23,616	19.3	Phillips County Community College	56	18,996	18.0
Paris Junior College	27	23,462	17.9	Fort Scott Community College	57	18,548	N/A
Western Oklahoma State College	28	23,414	16.5				
Northern Oklahoma College	29	23,289	20.1				
New Mexico Military Institute	30	23,175	14.6				
All Institutions						$25,702	

TABLE 4
AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1984-85

State and Type of Institution	No. of Institutions	Academic Rank											
		Distinguished Professor		Professor		Associate Professor		Assistant Professor		Instructor		Average All Rank	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
UNIVERSITY:													
Arizona	3	1	$61,358	1,191	$43,267	1,025	$32,502	593	$26,329	160	$23,557	2,970	$35,114
Arkansas	1	17	50,167	310	37,063	195	29,513	177	24,410	67	17,273	766	30,777
Colorado	5	9	41,704	1,229	37,431	790	29,413	602	25,174	70	20,852	2,700	31,937
Iowa	2	--	--	621	39,755	505	30,210	571	25,418	135	19,269	1,832	31,143
Kansas	3	3	51,060	986	39,018	718	29,028	574	24,662	182	18,726	2,463	31,275
Missouri	4	--	--	781	38,036	600	29,251	425	25,293	84	19,971	1,890	31,579
Nebraska	2	--	--	624	37,802	429	29,216	285	24,181	79	18,740	1,417	31,400
New Mexico	3	5	52,758	539	39,114	404	29,246	401	24,150	85	20,519	1,434	31,095
OKLAHOMA	2	62	45,768	475	36,558	423	28,731	426	24,115	93	17,550	1,479	29,926
Texas	10	222	55,511	2,347	41,675	2,033	31,823	1,957	26,488	749	20,718	7,309	33,141
SENIOR COLLEGE:													
Arizona	--	--	--	--	--	--	--	--	--	--	--	--	--
Arkansas	6	6	51,271	350	33,222	420	28,531	350	24,092	206	19,367	1,332	27,283
Colorado	6	--	--	366	32,119	289	27,103	256	22,942	46	19,477	957	27,542
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	3	--	--	241	31,584	229	26,918	138	23,762	76	20,624	684	27,226
Missouri	5	--	--	493	32,874	407	27,753	533	23,313	320	19,089	1,753	26,262
Nebraska	4	--	--	141	31,576	104	26,246	132	21,869	86	17,461	463	24,990
New Mexico	2	--	--	62	33,166	81	25,983	90	23,842	23	19,942	256	26,427
OKLAHOMA	10	--	--	380	32,829	292	29,525	506	26,645	311	22,025	1,489	27,823
Texas	8	3	54,250	366	35,140	426	29,540	494	24,242	347	19,124	1,636	27,029
JUNIOR COLLEGE:													
Arizona	--	--	--	--	--	--	--	--	--	862	29,976	862	29,976
Arkansas	1	--	--	--	--	--	--	--	--	53	18,996	53	18,996
Colorado	4	--	--	--	--	--	--	--	--	325	22,282	325	22,282
Iowa	8	--	--	15	27,618	31	23,084	36	19,384	696	21,963	778	21,998
Kansas	6	--	--	--	--	--	--	--	--	418	24,651	418	24,651
Missouri	2	--	--	155	35,142	151	30,259	114	23,557	133	21,298	553	28,091
Nebraska	2	--	--	--	--	--	--	--	--	207	21,374	207	21,374
New Mexico	5	--	--	12	29,370	26	26,305	46	22,438	67	19,997	151	22,572
OKLAHOMA	14	--	--	--	--	--	--	--	--	903	24,056	903	24,056
Texas	13	--	--	112	32,209	190	30,351	164	27,704	2,661	25,964	3,127	26,546

TABLE 5
COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES,
BY RANK, 9-10 MONTH FACULTY 1984-85

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$45,768	$54,592
Professor	36,558	39,913
Associate Professor	28,731	30,601
Assistant Professor	24,115	25,590
Instructor	17,550	20,370
Average for All Ranks	$29,926	$32,447
Senior College:		
Distinguished Professor	$ --	$52,264
Professor	32,829	32,973
Associate Professor	29,525	27,962
Assistant Professor	26,645	23,592
Instructor	22,025	19,165
Average for All Ranks	$27,823	$26,820
Junior College:		
Professor	$ --	$33,405
Associate Professor	--	29,486
Assistant Professor	--	24,886
Instructor	24,056	25,335
Average for All Ranks	$24,056	$25,932

TABLE 6
ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE OF INSTITUTION
NINE SELECTED STATES, 1984-85

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	29	30	22	19	30	19	--	1	20	27	16
No. of Individuals	29	99	209	19	30	19	--	1	20	27	16
Salary:											
Highest	$136,000	$92,936	$ --	$74,350	70,900	55,000	$ --	$40,020	$57,240	$65,508	$62,520
Lowest	56,300	35,000	--	38,700	27,000	26,500	--	40,020	32,626	29,500	27,794
Average	85,555	66,757	63,959	51,795	52,643	41,791	--	40,020	43,904	40,629	42,628
Staff Benefits:											
No. of Institutions	23	83	21	17	24	17	--	1	18	24	13
No. of Individuals	23	83	202	17	24	17	--	1	18	24	13
Average	12,173	9,996	9,111	7,923	8,362	6,963	--	6,718	7,358	7,165	7,237
Senior College:											
No. of Institutions	30	15	24	18	29	23	2	2	24	28	14
No. of Individuals	30	86	124	18	29	23	2	2	24	28	14
Salary:											
Highest	$83,500	$71,474	$ --	$54,204	$48,576	$48,078	$28,422	$28,422	$50,676	$45,396	$51,744
Lowest	56,242	40,162	--	27,512	29,156	19,570	26,106	26,106	27,301	17,632	25,000
Average	66,156	52,219	47,297	40,723	37,407	33,245	27,264	27,264	37,585	33,499	34,708
Staff Benefits:											
No. of Institutions	30	15	24	18	29	23	2	2	24	28	14
No. of Individuals	30	86	124	18	29	23	2	2	24	28	14
Average	11,969	8,419	7,887	6,843	6,537	5,882	5,984	6,422	6,561	6,053	5,703
Junior College:											
No. of Institutions	33	23	22	26	29	22	--	--	24	26	11
No. of Individuals	33	62	69	26	29	22	--	--	24	26	11
Salary:											
Highest	$77,500	$62,341	$ --	$53,860	$42,440	$49,333	$ --	$ --	$49,741	$45,840	$43,333
Lowest	39,170	34,087	--	23,000	24,200	17,000	--	--	29,680	17,004	30,245
Average	57,040	46,038	38,650	39,106	31,656	29,595	--	--	38,488	30,599	36,839
Staff Benefits:											
No. of Institutions	33	23	22	26	29	22	--	--	67	26	11
No. of Individuals	33	62	69	26	29	22	--	--	67	26	11
Average	8,757	7,083	5,998	6,475	5,421	5,323	--	--	2,167	5,201	6,368

TABLE 7
AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1984-85

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,557	$2,387	$1,520	$2,360	$41	$72	$58	$208	$6,646
Arkansas	1	515	2,724	668	2,015	119	99	149	60	5,834
Colorado	3	1,324	3,725	978	--	80	137	282	206	5,408
Iowa	2	1,352	2,860	1,086	2,018	34	313	37	391	6,739
Kansas	3	2,098	1,621	1,011	2,101	167	158	124	27	5,210
Missouri	4	1,429	2,974	1,028	2,115	75	47	33	51	6,323
Nebraska	2	1,131	2,171	1,338	2,091	8	60	--	--	5,668
New Mexico	3	1,187	2,333	1,129	2,064	88	34	103	27	5,779
OKLAHOMA	2	1,245	3,253	806	2,005	70	344	75	52	6,605
Texas	10	6,393	2,676	800	2,482	18	31	59	548	6,614
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	6	1,079	2,456	752	1,850	129	116	71	247	5,621
Colorado	6	952	3,058	1,877	296	16	67	16	82	5,411
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	572	1,593	1,019	1,863	144	81	107	25	4,832
Missouri	5	1,695	1,727	896	1,666	--	69	--	60	4,417
Nebraska	4	452	1,501	806	1,727	2	24	--	19	4,080
New Mexico	2	255	1,139	1,123	1,854	65	61	107	52	4,400
OKLAHOMA	10	1,432	214	600	1,947	68	387	103	103	3,421
Texas	7	1,560	2,166	951	2,461	35	40	5	23	5,682
Junior College:										
Arizona	2	862	$2,132	$1,612	$2,238	$173	$32	$106	$297	$6,590
Arkansas	1	53	1,900	600	1,273	17	74	38	--	3,902
Colorado	4	317	2,714	723	--	295	116	132	27	4,007
Iowa	8	443	1,166	1,648	1,678	65	102	52	165	4,876
Kansas	6	381	866	849	1,560	59	201	49	924	4,507
Missouri	2	545	2,677	1,647	--	--	150	131	259	4,864
Nebraska	1	60	1,345	2,166	1,569	--	36	49	120	5,285
New Mexico	5	116	1,760	706	1,624	70	50	133	29	4,372
OKLAHOMA	14	815	667	838	1,697	68	169	65	419	3,923
Texas	12	1,893	2,585	1,111	700	80	74	82	94	4,726

TABLE 8
AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1984-85

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	413	$3,024	$1,859	$2,595	$58	$115	$84	$64	$7,798
Arkansas	1	251	3,497	753	2,456	158	104	198	80	7,246
Colorado	2	201	5,078	722	--	134	177	572	654	7,337
Iowa	2	480	4,547	1,247	2,557	43	511	30	662	9,597
Kansas	3	375	2,228	1,016	2,493	217	160	161	82	6,358
Missouri	4	461	3,704	1,051	2,401	75	59	35	65	7,390
Nebraska	2	286	2,815	1,349	2,435	15	60	--	--	6,674
New Mexico	3	247	3,059	1,045	2,406	87	54	176	62	6,890
OKLAHOMA	2	234	4,812	824	2,495	70	452	112	46	8,811
Texas	3	916	4,054	1,020	2,712	9	--	189	830	8,815
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	6	253	3,156	752	2,326	127	122	79	173	6,733
Colorado	1	5	2,854	2,340	--	--	185	63	140	5,582
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	112	2,162	1,019	2,465	197	99	146	26	6,114
Missouri	5	58	2,592	736	2,056	--	73	--	62	5,519
Nebraska	3	11	2,331	856	2,442	--	24	--	--	5,653
New Mexico	1	1	2,347	1,283	2,169	69	94	154	93	6,199
OKLAHOMA	7	58	580	655	2,181	70	404	93	105	4,088
Texas	3	18	3,840	987	3,079	14	24	5	--	7,948
Junior College:										
Arizona	--	--	$ --	$ --	$ --	--	--	--	--	$ --
Arkansas	--	--	--	--	--	--	--	--	--	--
Colorado	1	8	3,524	812	--	52	159	47	--	4,594
Iowa	6	322	1,203	1,530	1,839	65	139	51	174	5,001
Kansas	5	37	769	763	1,775	112	274	58	733	4,484
Missouri	1	8	2,582	876	--	--	88	57	--	3,603
Nebraska	2	147	1,279	2,427	1,497	--	86	4	110	5,405
New Mexico	4	35	1,916	901	1,766	67	54	135	21	4,861
OKLAHOMA	13	88	689	853	1,944	67	180	72	269	4,074
Texas	12	1,234	2,138	1,020	1,453	149	46	133	9	4,948